NORTHEAST IA BUSINESS NETWORK
REGIONAL LABORSHED AREA

A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY
WWW.IOWALMI.GOV/LABORSHED
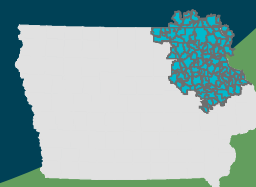
RELEASED
2021

ESTIMATED POPULATION
AGES 18-64
367,782

TOTAL ESTIMATED LABOR FORCE
AGES 18-64
305,840

Fountain
Lanesboro
Spring Valley
Preston
Caledonia Brownsville
Canton
Spring Grove
Le Roy
Mabel
Eitzen
Harmony
New Albin
De Soto
Stacyville McIntire Chester
Dorchester
Saint Ansgar
Lime Springs
Cresco
Little Cedar
Riceville
Decorah
Lansing
Ferryville
Osage
Ridgeway
Waukon
Elma
Waterville
Eastman
Plainfield
Calmar
Harpers Ferry
Alta Vista
Waucoma
Fort Atkinson Ossian
Postville
Monona Marquette
Lawler
Castalia
Prairie Du Chien
Ionia
New Hampton
Waucoma
Clermont
Luana
Mc Gregor
Nashua
Fredericksburg
Hawkeye
West Union
Farmersburg
Elgin
Saint Olaf
Randalia
Wadena
Garnavillo
Sumner
Fayette
Volga
Elkader
Westgate
Maynard
Arlington
Elkport
Waverly Tripoli
Garber
Guttenberg
Readlyn
Oran
Strawberry Point
Edgewood
Janesville
Denver
Fairbank
Colesburg
Holy Cross
Sherrill
Dunkerton
Stanley
Aurora
Lamont
New Vienna
Waterloo
Hazleton
Dundee
Greeley
Dyersville
Durango
Dubuque
Evansdale
Independence
Barville
Epworth
Waterloo
Jesup
Winthrop
Manchester
Delhi
Farley
Peosta
Dubuque
Waterloo Gilbertville
Quasqueton
Masonville
Worthington
Brandon
Rowley
Ryan
Hopkinton
Cascade
Bernard
La Porte City
Walker
Coggon
Center Point
Prairieburg Monticello
Alburnett
Central City
Robins
Anamosa
Cedar Rapids Marion Springville
Cedar Rapids
Cedar Rapids
Cedar Rapids

AREA SHOWN

NORTHEAST IA BUSINESS NETWORK LABORSHED ANALYSIS

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Northeast IA Business Network Laborshed area.

The employed are currently commuting an average of—

13 miles one-way for an employment opportunity

&

17 minutes

EMPLOYMENT STATUS (ESTIMATED TOTAL)*

(303,788)	82.6%	Employed
7.9% (29,055)		*Unemployed
2.1% (7,723)		Homemakers
7.4% (27,216)		Retired

*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Employed - Likely to Change Employment **25.4%**

Unemployed - Likely to Accept Employment **72.4%**

Homemakers - Likely to Accept Employment **46.9%**

Retired - Likely to Accept Employment **17.8%**

BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)

- Healthcare & Social Services, 16.3% (49,517)
- Wholesale & Retail Trade, 15.2% (46,176)
- Manufacturing, 14.9% (45,264)
- Education, 11.8% (35,847)
- [1]Government, 7.0% (21,265)
- Construction, 6.9% (20,961)
- Professional Services, 6.8% (20,658)
- [2]Agriculture, 5.9% (17,923)
- [3]Finance, 5.9% (17,923)
- [4]Transportation, 5.2% (15,797)
- Personal Services, 3.4% (10,329)
- Entertainment & Recreation, 0.7% (2,127)

Totals may vary due to rounding.
[1]Public Administration, Government
[3]Finance, Insurance, & Real Estate
[2]Agriculture, Forestry, & Mining
[4]Transportation, Communications, & Utilities

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

Benefit	Percentage
Health/Medical Insurance	87.6%
Paid Holiday	79.7%
Pension/Retirement/401K	79.3%
Dental Coverage	75.6%
Life Insurance	70.1%
Paid Vacation	67.5%
Vision Coverage	65.5%
Disability Insurance	64.5%
Flex Spending Account	45.3%
Paid Time Off	40.6%

EMPLOYED:
LIKELY TO CHANGE

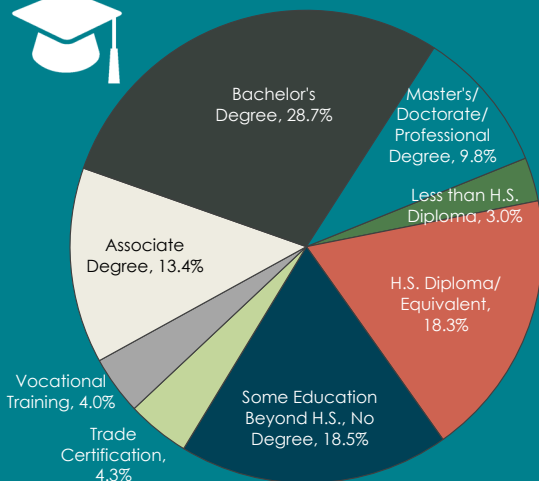- **25.4%** of employed individuals are likely to change their current employment situation for a new opportunity.

- Current occupational categories:

Professional, Paraprofessional, Technical	26.4%
Production, Construction, Material Moving	24.2%
Service	15.2%
Clerical	13.0%
Managerial	12.1%
Sales	6.2%
Agricultural	2.9%

- Current median wages: $
  - $16.36/hour and $55,000/year
  - $20.00/hour - attracts 66%
  - $23.00/hour - attracts 75%

- 78.7% have an education beyond HS

Bachelor's Degree, 28.7%
Master's/Doctorate/Professional Degree, 9.8%
Less than H.S. Diploma, 3.0%
H.S. Diploma/Equivalent, 18.3%
Some Education Beyond H.S., No Degree, 18.5%
Trade Certification, 4.3%
Vocational Training, 4.0%
Associate Degree, 13.4%

- **29.0%** are actively seeking employment
- Most frequently identified job search resources:

Internet	73.1%
Networking	35.5%
Newspaper	32.7%
IowaWORKS Centers	28.4%

- Top sites:
  indeed.com
  linkedin.com
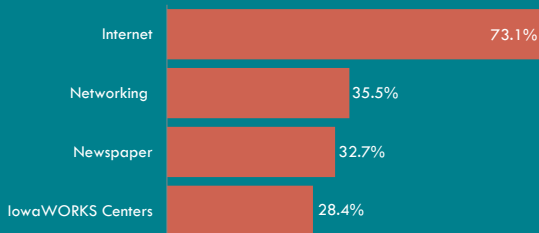
- Top newspapers:
  NEWS
  Decorah Journal
  Waterloo-Cedar Falls Courier
  The Gazette-Cedar Rapids

- Commute:
  - Currently commuting an average of **13** miles/**17** minutes (one-way) to work
  - Willing to commute an average of **26** miles/**34** minutes (one-way) to work

UNEMPLOYED:
LIKELY TO ACCEPT

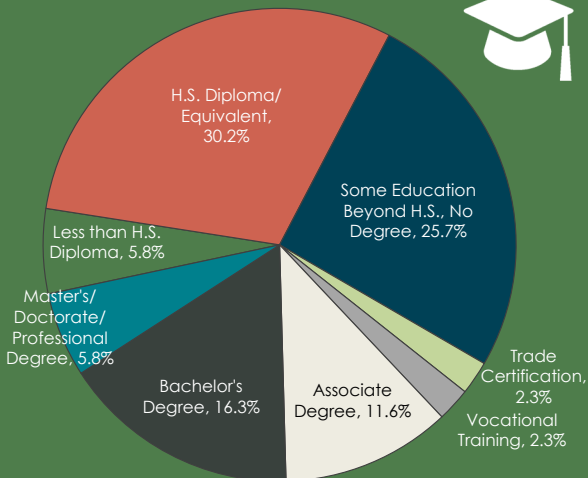- **72.4%** of unemployed individuals are likely to accept an employment opportunity.

- Former occupational categories:

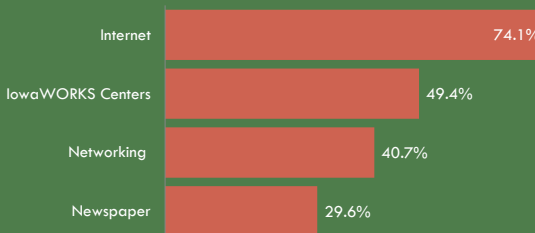|	
Production, Construction, Material Moving	36.6%
Professional, Paraprofessional, Technical	20.7%
Service	19.5%
Clerical	12.2%
Sales	4.9%
Agricultural	3.7%
Managerial	2.4%

- Median wages: $
  - $13.25/hour - lowest willing to accept
  - $15.00/hour - attracts 66%
  - $16.00/hour - attracts 75%

- 64.0% have an education beyond HS

H.S. Diploma/Equivalent, 30.2%
Some Education Beyond H.S., No Degree, 25.7%
Less than H.S. Diploma, 5.8%
Master's/Doctorate/Professional Degree, 5.8%
Bachelor's Degree, 16.3%
Associate Degree, 11.6%
Trade Certification, 2.3%
Vocational Training, 2.3%

- **67.0%** are actively seeking employment
- Most frequently identified job search resources:

Internet	74.1%
IowaWORKS Centers	49.4%
Networking	40.7%
Newspaper	29.6%

- Top sites:
  indeed.com
  linkedin.com

- Top newspapers:
  NEWS
  Waterloo-Cedar Falls Courier

- Commute:
  - Willing to commute an average of **25** miles/**35** minutes (one-way) to work

This regional analysis is based on aggregated data from the Cresco, Decorah, Elkader, Manchester, Oelwein, and Waukon Laborshed studies.

These results are based upon a total of

1,671

completed surveys.

For more data visit:
www.iowalmi.gov/laborshed

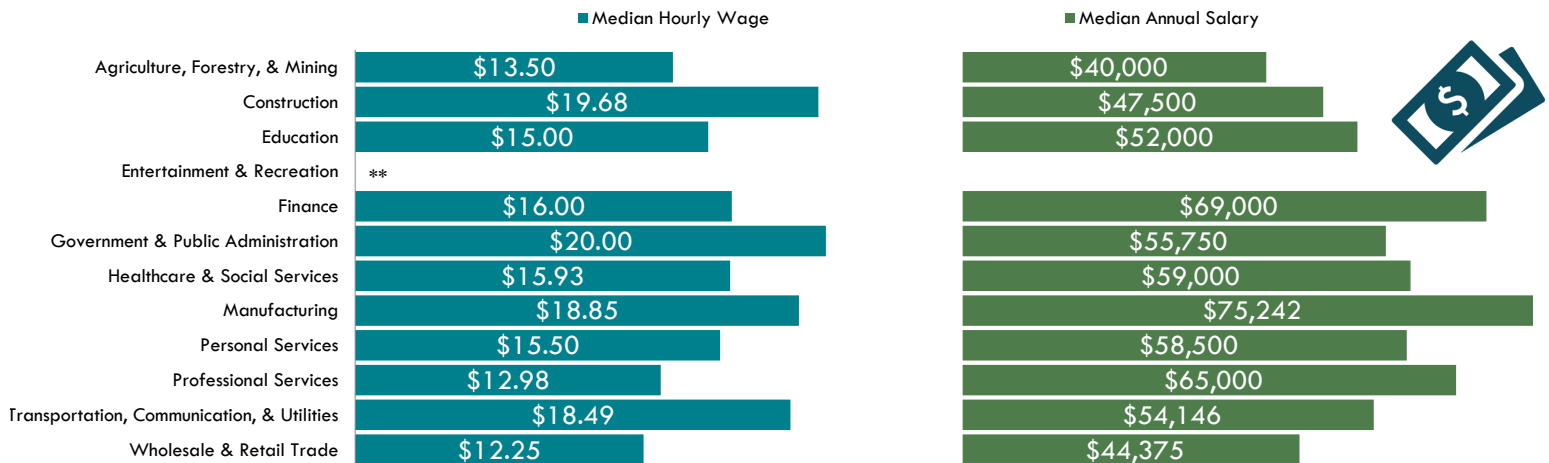# EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.

Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/ Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture, Forestry, & Mining	52.7%	10.5%	5.3%	5.3%	31.6%
Construction	76.0%	28.0%	8.0%	16.0%	24.0%
Education	90.7%	14.0%	0.0%	11.6%	65.1%
Entertainment & Recreation	71.4%	14.3%	0.0%	0.0%	57.1%
Finance, Insurance, & Real Estate	94.2%	11.8%	11.8%	23.5%	47.1%
Government & Public Administration	94.2%	5.9%	5.9%	11.8%	70.6%
Healthcare & Social Services	78.4%	18.9%	6.8%	17.6%	35.1%
Manufacturing	63.3%	22.1%	11.8%	4.4%	25.0%
Personal Services	100%	25.0%	8.3%	25.0%	41.7%
Professional Services	77.4%	25.8%	0.0%	12.9%	38.7%
Transportation, Communication, & Utilities	67.7%	16.1%	9.7%	16.1%	25.8%
Wholesale & Retail Trade	72.4%	23.7%	10.5%	17.1%	21.1%

Top percentages among industries per education level are highlighted in the table.

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage　　■ Median Annual Salary

| Industry	Median Hourly Wage	Median Annual Salary
Agriculture, Forestry, & Mining	$13.50	$40,000
Construction	$19.68	$47,500
Education	$15.00	$52,000
Entertainment & Recreation	**	
Finance	$16.00	$69,000
Government & Public Administration	$20.00	$55,750
Healthcare & Social Services	$15.93	$59,000
Manufacturing	$18.85	$75,242
Personal Services	$15.50	$58,500
Professional Services	$12.98	$65,000
Transportation, Communication, & Utilities	$18.49	$54,146
Wholesale & Retail Trade	$12.25	$44,375

**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed			Percent Surveyed
⏱ Inadequate Hours	2.2%		🔀 Mismatch of Skills	5.3%
💲 Low Income	0.5%		∑ †Total	7.1%
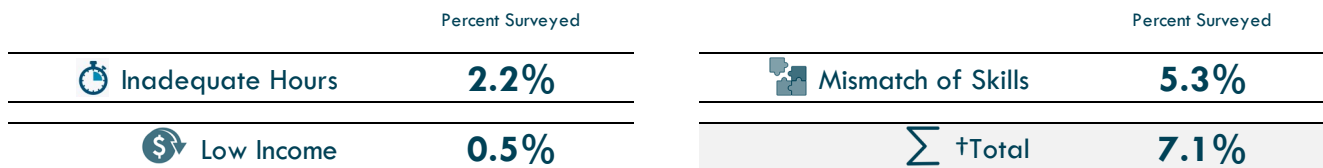
†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.
Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.